



Job description

Job Title: Hi-Intensity Cognitive Behavioural Therapist and Supervisor

Salary: Band 7 - between £38,890 and £44,503

Pension: Access to Stakeholder pension

Hours: Full time, 37.5 hours per week

Holidays: 35 days per annum, including public holidays

Based at: 2a Devonshire Rd, Bexleyheath DA6 8DS (remote working negotiable)

Responsible to: Step 3 team lead/Clinical Lead

Accountable to: Clinical Lead/ Chief Executive Officer

Chief duties:

Clinical Supervision of Step 3 CBT/EMDR therapists within the Mind in Bexley (IAPT) Service.

Will hold an individual caseload.

Purpose:

The clinical supervision (including duty supervision) of Step 2 (as required) and step 3 clinicians within an IAPT service. The post holder will ensure supervisees work safely and professionally, adhering to NICE guidelines and professional/service guidance. The post holder will be responsible for their own, small caseload. This post will also involve the assessment and appropriate treatment of people presenting with mental health problems, working within an IAPT team. The post holder will be expected to attend regular supervision of supervision with the Lead Therapist and may have additional areas of responsibility for clinical service development as required.

Professional Clinical

- To manage a small caseload consisting of clients with moderate to complex common mental health problems.
- To utilise specialist assessment skills to determine a potential client's suitability for CBT/psychological therapies and make informed recommendations for other treatment modalities where indicated.
- To carry out comprehensive assessments, collecting, interpreting and integrating clinical data from a range of sources including psychological measures, direct observation, interviews with service users, carers and other professionals involved with the clients care as required.
- To be sensitive to differences in culture and languages, working with interpreters as required.
- To conduct risk assessments, preparing risk management plans and initiating appropriate action where indicated.



- To develop individual case formulations for all clients integrating clinical assessment data with evidence based psychological models in order to prepare a treatment plan for individual clients and engage them in the process of therapy.
- To make immediate decisions on treatment plans as required based on individual need.
- To conduct assessment and treatment sessions in a wide variety of community setting, according to an individual's needs. This may include, remote settings, GP surgeries and the main office hub.
- To be prepared to tolerate challenging or unpleasant working environments necessary for client therapy exposure programmes e.g. exposure to animals, heights, injections.
- To evaluate treatment outcomes with clients, selecting appropriately validated psychometric measures and other assessment techniques.
- To work autonomously, being accountable for own actions and decisions without direct or day to day supervision or support.
- To provide clinical supervision, including case management supervision, for CBT Therapists in the delivery of CBT.
- To provide supervision to Low intensity workers as required.
- To participate in the duty supervision rota as required and to assess and execute decisions on risk and eligibility.

Educational, Consultancy and Research

- To provide opportunities for skills development for supervisees, both within the supervision context, and through the opportunity to shadow assessments or by session recordings as appropriate.
- To support supervisees' needs to fulfil accreditation requirements, including listening to therapy recordings, giving constructive feedback and signing off accreditation paperwork.
- To attend mandatory training courses in line with service policy.
- To attend training events and clinical supervision and maintain personal study in order to fulfil BABCP CPD and accreditation requirements.
- To maintain registration and accreditation with both BABCP and core profession registration body as relevant.
- To instruct, inform and advise other professionals on the role and use of CBT.
- To contribute to research and audit projects within the sphere of IAPT Therapies.

Administration/Managerial and Service Development

- To manage specialised caseload and maintain clinical records, including electronic, in accordance with Service Policies, Core Professional guidelines and BABCP guidelines.
- To contribute to the development of CBT/Therapies within the service.
- To assist Team Leaders in the creation of Professional Development Plans/Appraisals.
- To monitor and maintain standards of treatment/care in line with policies, procedures, legislation and professional bodies.
- To elicit, record, collate and communicate outcome data of your clinical activity and clinical outcomes for supervisees, to both the Team Lead and Clinical Lead Therapist using both paper based systems and the in-house IT system.



- To contribute to the consultation and engagement of service users in planning and developing services.

Systems and Equipment

- Daily use of the following computerised systems will be required:
- Use of a personal computer, with e-mail facilities, the internet, and Microsoft Office software packages and a thorough understanding of IAPtus.
- Understanding of, and ability to work with quality assurance and patient assessment questionnaires is also necessary, e.g.; PHQ9, GAD-7, primary care risk assessment tool.

Decisions and judgements

- Accountable for own professional actions but will operate within organisational policies and protocols.
- Responsible for the support of supervisees in clinical decision making, with advice and recommendations recorded on clinical systems.
- Expected to carry out routine assessment activities, and support the assessment
- Decisions of supervisees, in line with agreed operational policies
- Expected to carry out routine risk assessment, and support the risk assessment decisions of supervisees, in line with agreed operational policies.
- Expected to organise own day-to-day work.
- Expected to anticipate and identify operational problems and bring them promptly to the attention of managers.
- Expected to innovate and be creative in terms of service delivery.

Communications and relationships

- Develop and maintain positive, professional and supportive relationships with supervisees, with the ability to challenge poor practice or clinical concerns and follow these up as required, ensuring excellent client experiences and outcomes.
- Use effective communication with the team leader to be able to identify any concerns about supervisees wellbeing, highlighting good practice and raising any concerns that may need support within a line management context.
- Communicate and develop professional relationships with a wide variety of other professionals within all stakeholder organisations. This may be with staff with a variety of professional and non-professional backgrounds.
- To convey specialist information to clients and involve others regarding their treatment in a manner that is sensitive to and acknowledging of, their needs and experience.
- To convey complex and specialist information to other professionals.
- To liaise closely with all other care professionals.
- To participate at service meetings.
- To liaise as appropriate to promote and ensure effective working and client care.
- Communicate unpleasant news with sensitivity, for example when dealing with complaints.

Person Specification

	Essential	Desirable	Assessment Method
Qualification	<p>HCPC registered Counselling or Clinical Psychologist (eligible for BABCP accreditation)</p> <p>OR</p> <p>Psychological Therapist/High Intensity therapist (CBT) with a core mental health training e.g. nursing, social work, accredited and registered by BABCP, UKCP and HPC</p> <p>All applicants must be BABCP accredited or eligible to apply for accreditation within 6 months</p>	<p>Relevant specialist trainings or qualifications in other High Intensity Therapies and accreditation with professional body</p> <p>Training or qualification in providing CBT in group formats.</p> <p>2 years post qualification experience</p>	Application Form
Experience	<p>Training in provision of supervision for CBT</p> <p>Ability to meet agreed/specified service targets</p> <p>Ability to manage own caseload and time</p> <p>Demonstrate high standards in written communication</p> <p>Able to write clear reports and letters to referrers</p>	<p>Experience in treating Post traumatic Stress Disorder</p> <p>Experience of delivering therapy in a group format</p> <p>Experience of delivering clinical supervision</p> <p>Experience of delivering therapy through interpreters</p>	Application Form and Interview
Skills & Competencies	<p>Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007)</p> <p>Computer literate</p> <p>Excellent verbal and written communication skills</p> <p>Has received training (either formal or through experience) and carried out risk assessments within scope of practice</p>	<p>Completed clinical audits within a service</p> <p>Experience of using IAPT clinical systems, eg. IAPTus</p>	Role play and Interview



	<p>Understanding of issues surrounding clinical risk</p> <p>Able to develop good therapeutic relationships with clients</p>		
Knowledge	<p>Demonstrates an understanding of anxiety disorders and depression and how these problems may present in Primary Care</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health / benefits & employment systems</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p>		<p>Role play and Interview</p>
Training	<p>Good record of Continuing Professional Development and willingness to continue this</p>		<p>Interview</p>

<p>Other Requirements</p>	<p>High level of enthusiasm and Motivation.</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use clinical supervision and case management positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self-reflective, whilst working with service users, & in own personal and professional development and in supervision</p> <p>The ability and skills to act as an advocate for the new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system</p>	<p>Fluent in languages other than English</p>	<p>Interview</p>
----------------------------------	---	---	------------------